Bargaining Update
February 2015

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In February 2015, Mediation Services received settlement information regarding 35 bargaining relationships encompassing 4,357 employees. There were 18 private sector and 17 public sector settlements, covering 2,252 and 2,105 employees respectively.

Collective Bargaining Agreements Settled in 2014 – By Sector

Sector	CBAs	EEs	Avg. Term in Months
Public Sector	134	99,871	36
Private Sector	172	23,275	34
Total	**306**	**123,146**	**35**

Collective Bargaining Agreements Settled in 2014 - By Settlement Method

Method	Public	Private	Total
Negotiation	91	124	**215**
Mediation	39	48	**87**
Compulsory / Interest Arbitration	3		**3**
Disputes Inquiry			
Voluntary Arbitration	1		**1**
Legislated			

Collective Bargaining Agreements Settled in 2014 – By NAICS

NAICS	Public	Private	Total
Accommodation & Food Services		12	**12**
Administrative & Support, Waste Management & Remediation Services		3	**3**
Arts, Entertainment, & Recreation	2	13	**15**
Construction		44	**44**
Educational Services	31	1	**32**
Finance & Insurance		1	**1**
Health Care & Social Assistance	40	1	**41**
Information & Cultural Industries	3	2	**5**
Manufacturing		49	**49**
Mining & Oil & Gas Extraction		4	**4**
Other Services (except Public Administration)		7	**7**
Professional, Scientific & Technical Services		3	**3**
Public Administration	56		**56**
Real Estate & Rental & Leasing		2	**2**
Transportation & Warehousing		16	**16**
Utilities	2	7	**9**
Wholesale Trade		7	**7**
Total	**134**	**172**	**306**

For further information, contact:
Collective Bargaining Information Services
Mediation Services, Alberta Jobs, Skills, Training and Labour
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Education				
Calgary Roman Catholic Separate School District No. 1 Unifor Local 1990	1,600	36	2016-08-31	1st year 0% 2nd year 0% 3rd year 2%
Manufacturing				
ATCO Structures & Logistics Carpenters Local 2010	296	36	2017-05-31	1st year 2.75% 2nd year 2.75% 3rd year 3.00%
Lafarge Canada, Precast Carpenters Local 2010	135	36	2017-05-31	1st year 4% 2nd year 3% 3rd year 3%
Maple Leaf Foods – Poultry UFCW Local 1118	348	36	2017-08-02	1st year $.50 per hour 2nd year $.45 per hour 3rd year $.45 per hour

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Administrative & Support, Waste Management & Remediation Services			
Sodexo Canada	CUPE Local 4822	361	2014-10-31
Arts, Entertainment & Recreation			
Gateway Casinos – Palace Casino	UFCW Local 401	183	2013-11-01
Education			
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Athabasca University	Faculty Association	498	2013-06-30
Athabasca University	CUPE Local 3911	325	2012-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Grant MacEwan University	MacEwan Staff Association	720	2014-06-30
Grant MacEwan University	Faculty Association	1,000	2014-06-30
Lakeland College	Faculty Association	140	2012-06-30
Lethbridge College	AUPE	294	2014-06-30
Lethbridge College	Faculty Association	350	2013-06-30
Medicine Hat College	Faculty Association	350	2013-06-30
Mount Royal University	Support Staff Association	728	2014-06-30
Norquest College	AUPE	307	2012-06-30
Northern Lakes College	AUPE	165	2014-06-30
Northern Lakes College	Faculty Association	110	2014-06-30
Portage College	AUPE	150	2013-06-30
Portage College	Faculty Association	100	2014 06-30
Red Deer College	AUPE	245	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	1,600	2014-03-31
Health Care & Social Assistance			
Alberta Health Services – GSS	AUPE	23,800	2014-03-31
Bethany Care Society [6 sites]	AUPE	848	Various dates
Capital Care - GSS	AUPE	350	2014-06-30
Carewest – GSS	AUPE	137	2014-06-30
Canadian Blood Services [3 locations]	UNA	97	2013-03-31
Chantelle Management – Edith Cavell Care Centre	AUPE	122	2014-08-31
Covenant Health – GSS	AUPE	510	2014-03-31
Good Samaritan – Multi Facility	AUPE	1,671	2014-06-30
Good Samaritan – South Ridge Village	Steelworkers Local 1-207	120	2014-06-30
Innovative Housing Society of Canada	AUPE	270	2014-06-25
Revera – Jasper Place, South Terrace, Miller Crossing	AUPE	420	2014-03-31
Wood's Homes	CUPE Local 4731	300	2014-09-30

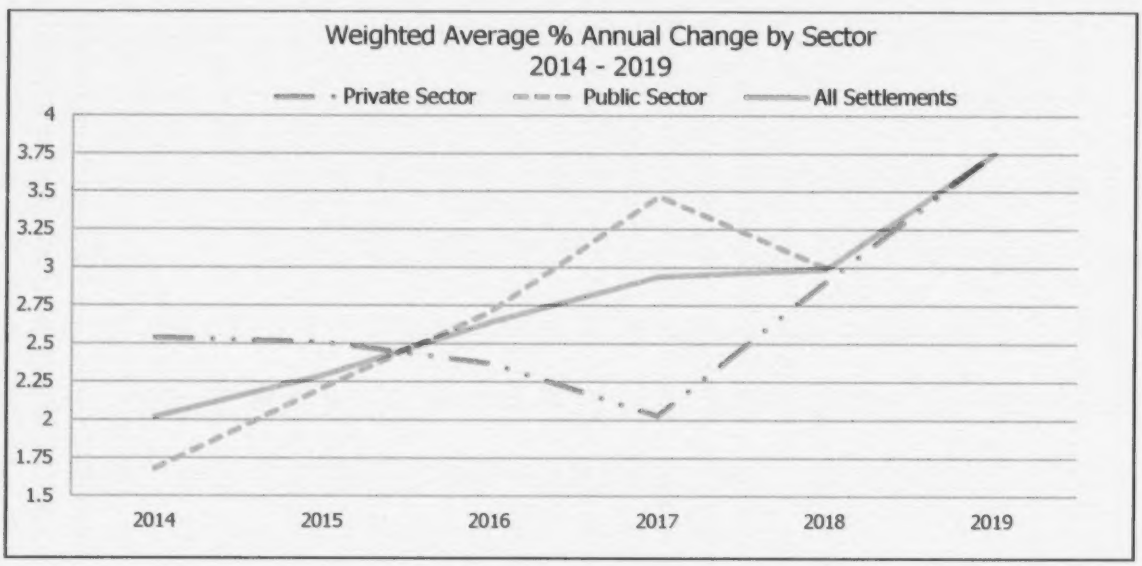
Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Manufacturing			
OEM Remanufacturing	CLAC Local 56	350	2014-12-31
Richardson Oilseed	UFCW Local 401	154	2014-08-31
Public Administration			
Alberta Innovates – Technology Futures	AUPE	265	2013-03-31
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Calgary	IAFF Local 255	1,240	2013-12-31
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Lethbridge	IAFF Local 237	162	2012-06-30
Rocky View County	IAFF Local 4794	185	2013-12-31
Retail Trade			
Sobeys West – Gas Bars [Safeway]	UFCW Local 401	350	2014-09-06
Sobeys West – Meat & Deli [Safeway]	UFCW Local 401	913	2014-03-22
Sobeys West – Retail [Safeway]	UFCW Local 401	6,496	2014-03-22
Utilities			
EPCOR Utilities	CSU 52	712	2013-12-14
EPCOR Utilities	CUPE Local 30	151	2013-12-14

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2014-2019

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	521	139,003	2.54
2014	Public Sector	391	208,552	1.68
	All Settlements	**912**	**347,555**	**2.02**
	Private Sector	296	55,021	2.51
2015	Public Sector	260	149,011	2.21
	All Settlements	**556**	**204,032**	**2.29**
	Private Sector	138	29,389	2.37
2016	Public Sector	101	103,711	2.71
	All Settlements	**239**	**133,100**	**2.64**
	Private Sector	43	13,646	2.03
2017	Public Sector	34	23,347	3.47
	All Settlements	**77**	**36,993**	**2.94**
	Private Sector	12	1,492	2.91
2018	Public Sector	13	10,895	3.00
	All Settlements	**25**	**12,387**	**2.99**
	Private Sector	1	100	3.75
2019*	Public Sector			
	All Settlements	**1**	**100**	**3.75**

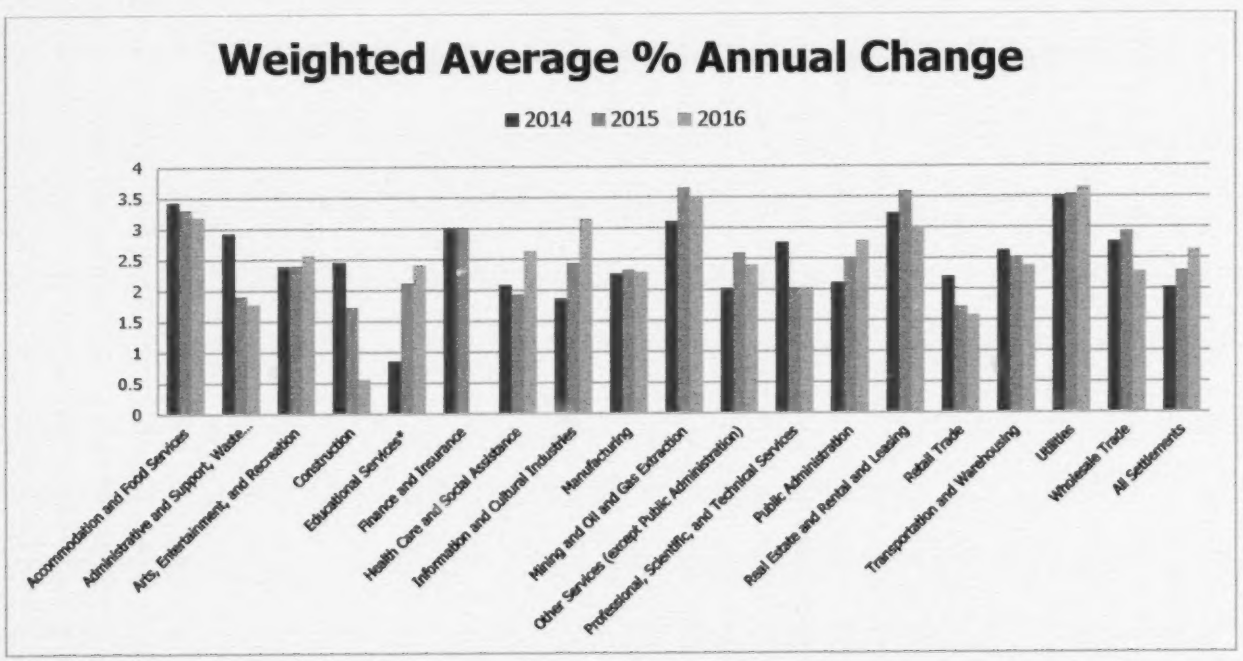


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

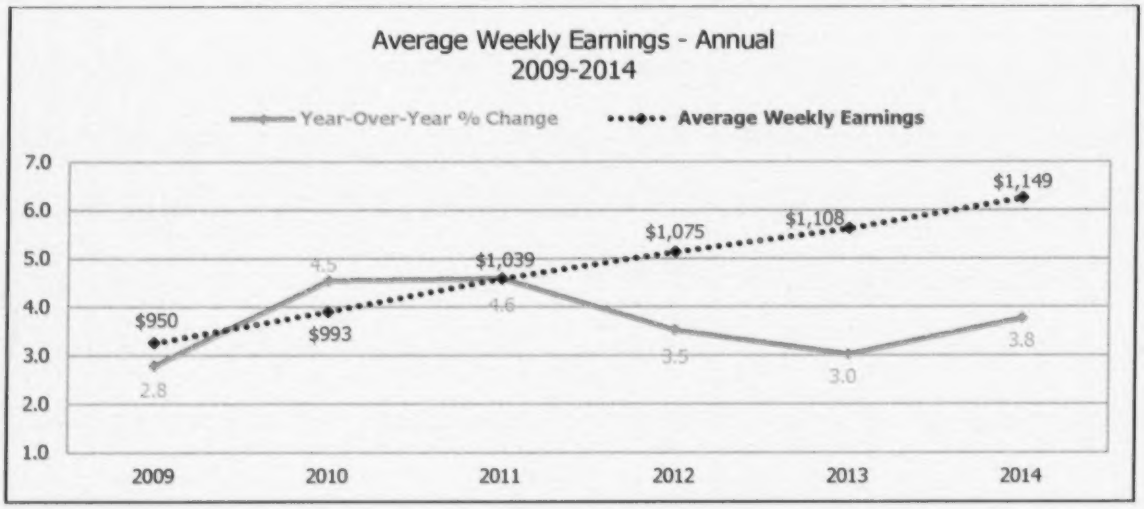
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

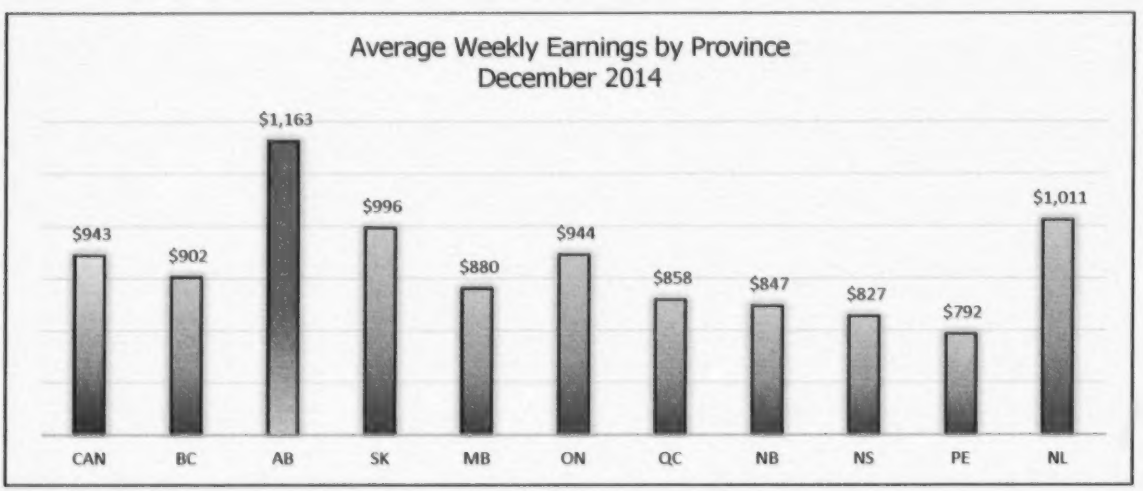
Wage data reflects the average yearly % change taking effect in the indicated year.

	2014			2015			2016			2017		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	28	3,961	3.43	26	3,611	3.31	10	2,431	3.19	4	548	2.36
Administrative & Support, Waste Management & Remediation Services	10	671	2.93	7	283	1.91	3	221	1.78			
Arts, Entertainment, & Recreation	27	3,084	2.39	14	1,512	2.40	7	597	2.57	2	394	2.87
Construction	127	70,487	2.45	29	4,589	1.73	7	215	0.56	4	29	3.50
Educational Services	145	70,750	0.85	113	44,692	2.12	17	4,543	2.41	1	8	2.50
Finance & Insurance	1	3	3	1	3	3.00						
Health Care & Social Assistance	114	79,714	2.08	57	50,217	1.94	23	48,229	2.64	3	298	3.00
Information & Cultural Industries	20	2,214	1.86	10	1,844	2.44	4	1,330	3.15	4	1,330	3.53
Manufacturing	160	19,385	2.26	107	14,236	2.33	59	8,945	2.29	17	1,643	2.74
Mining & Oil & Gas Extraction	26	9,974	3.11	12	4,885	3.65	4	1,453	3.51	1	318	3.25
Other Services (except Public Administration	27	1,404	2.02	16	922	2.59	7	293	2.40	2	190	2.50
Professional, Scientific, & Technical Services	5	1,780	2.76	2	60	2.03	2	60	2.03			
Public Administration	112	54,169	2.11	80	50,882	2.50	55	48,757	2.79	27	21,719	3.47
Real Estate & Rental & Leasing	3	163	3.24	2	143	3.59	1	18	3.00			
Retail Trade	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58	3	8,744	1.56
Transportation & Warehousing	44	3,980	2.63	34	3,112	2.51	18	1,371	2.38	5	220	2.19
Utilities	24	8,382	3.5	20	6,306	3.54	9	4,181	3.65	1	877	3.75
Wholesale Trade	24	5,178	2.76	20	5,017	2.94	10	1,712	2.28	3	675	2.62
All Settlements	**912**	**347,555**	**2.02**	**556**	**204,032**	**2.29**	**239**	**133,100**	**2.64**	**77**	**36,993**	**2.94**



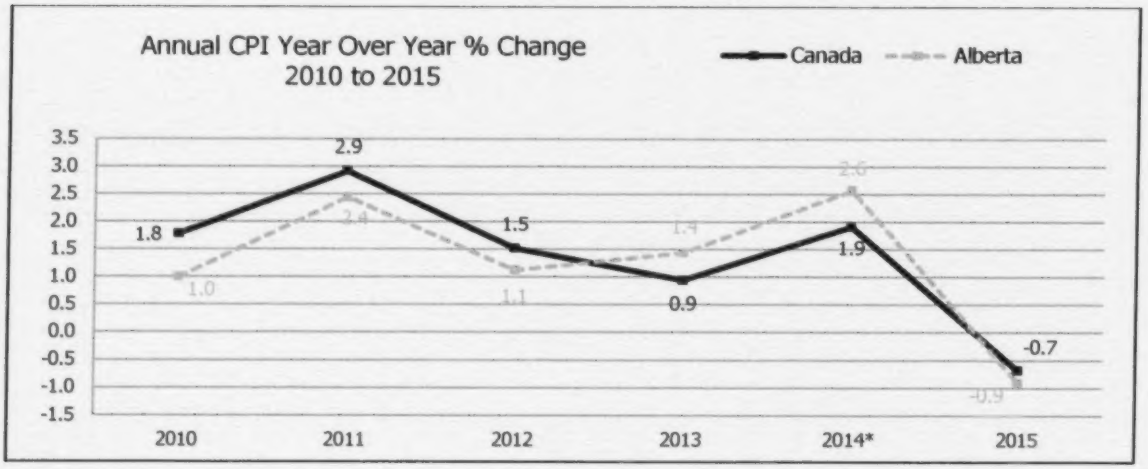
Average Weekly Earnings Alberta (AWEA)*

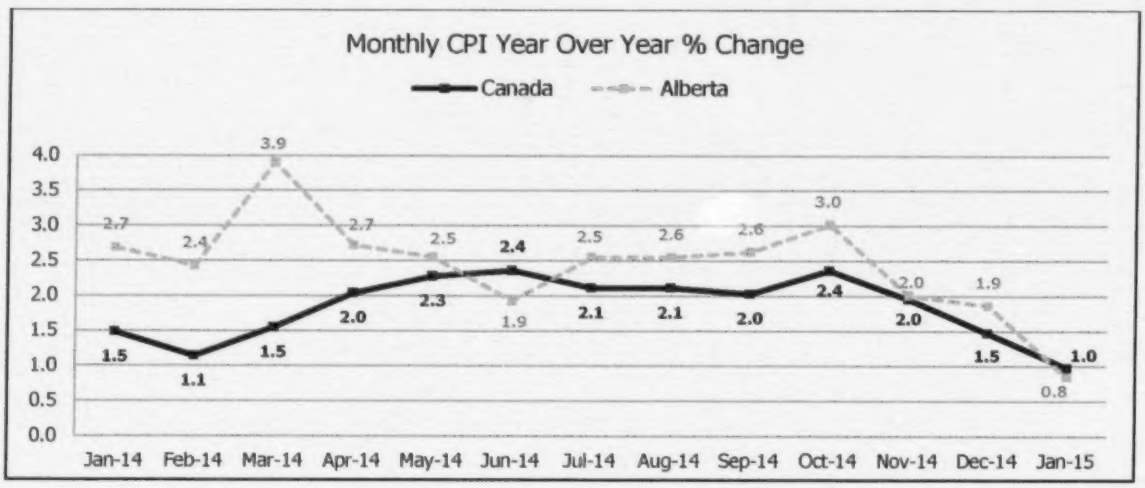


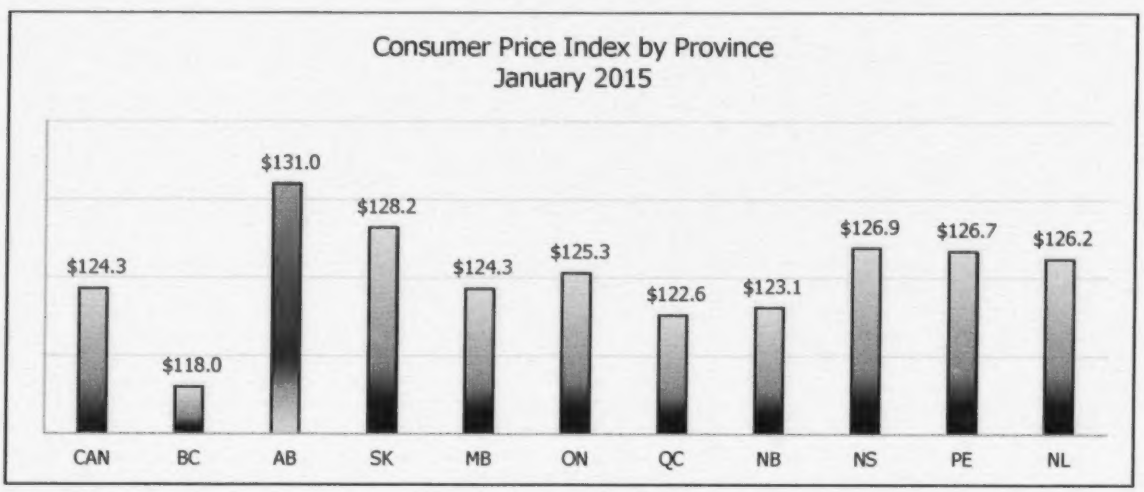


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







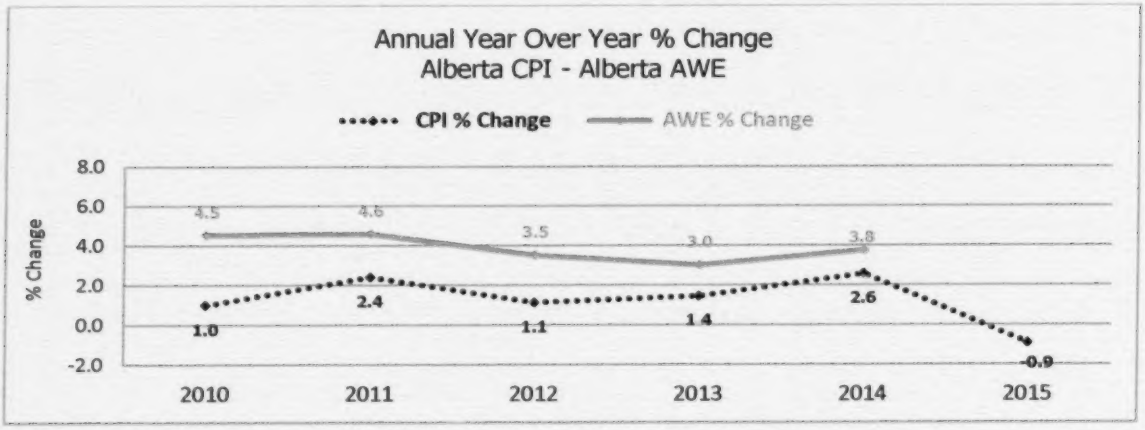
*Year to date – Graph data available upon request.

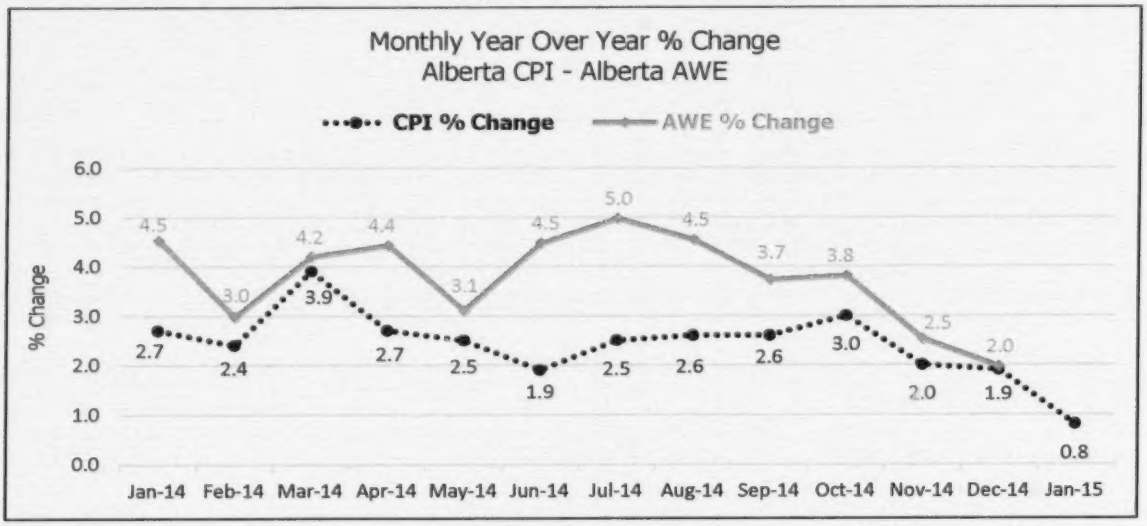
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2
Jun 14	125.9	2.4	132.3	1.9	132.1	1.6	132.8	2.4
Jul 14	125.7	2.1	132.9	2.5	132.4	2.2	133.4	2.9
Aug 14	125.7	2.1	132.7	2.6	132.2	2.2	133.4	3.2
Sep 14	125.8	2.0	132.9	2.6	132.3	2.2	133.6	3.2
Oct 14	125.9	2.4	133.2	3.0	132.8	2.8	133.7	3.3
Nov 14	125.4	2.0	132.1	2.0	131.9	2.0	132.6	2.3
Dec 14	124.5	1.5	131.5	1.9	131.1	1.7	132.1	2.2
Jan 15	124.3	1.0	131.0	0.8	130.5	0.7	131.7	1.2

Average Weekly Earnings													
	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14
AWE $	$1,140.52	$1,127.82	$1,127.06	$1,140.00	$1,143.28	$1,150.61	$1,150.30	$1,155.54	$1,158.26	$1,152.65	$1,165.89	$1,158.63	$1,163.01
AWE %	4.14	4.53	2.98	4.20	4.43	3.11	4.47	4.97	4.54	3.73	3.81	2.53	1.97

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:

Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
Alberta Chamber of Commerce
Alberta Economic Reviews (contains key economic indicators, updated monthly)
Alberta Employment and Immigration Labour Market reports
Alberta Labour Force Statistics
Alberta Regional Labour Market News
Alberta Learning Information Service (ALIS)
City of Edmonton Economic Statistics
City of Calgary Economic Reports
Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:
Newfoundland/Labrador
Ontario
Manitoba (various research resources)
Saskatchewan Mediation
British Columbia CBA listing
British Columbia Bargaining Database

Federal Organizations:
Human Resource and Social Development Canada (HRSDC)
Canadian Labour Congress (CLC)
Negotech (Federal CBA search page)
Federal Public Service CBA listings
University of Toronto resources (various labour relations resources)

International:
United States Department of Labor Contracts Database

Please note: These links are available online at http://work.alberta.ca/labour/6484.html